



Mentor Program

Riverside County – Self Sufficiency

Background

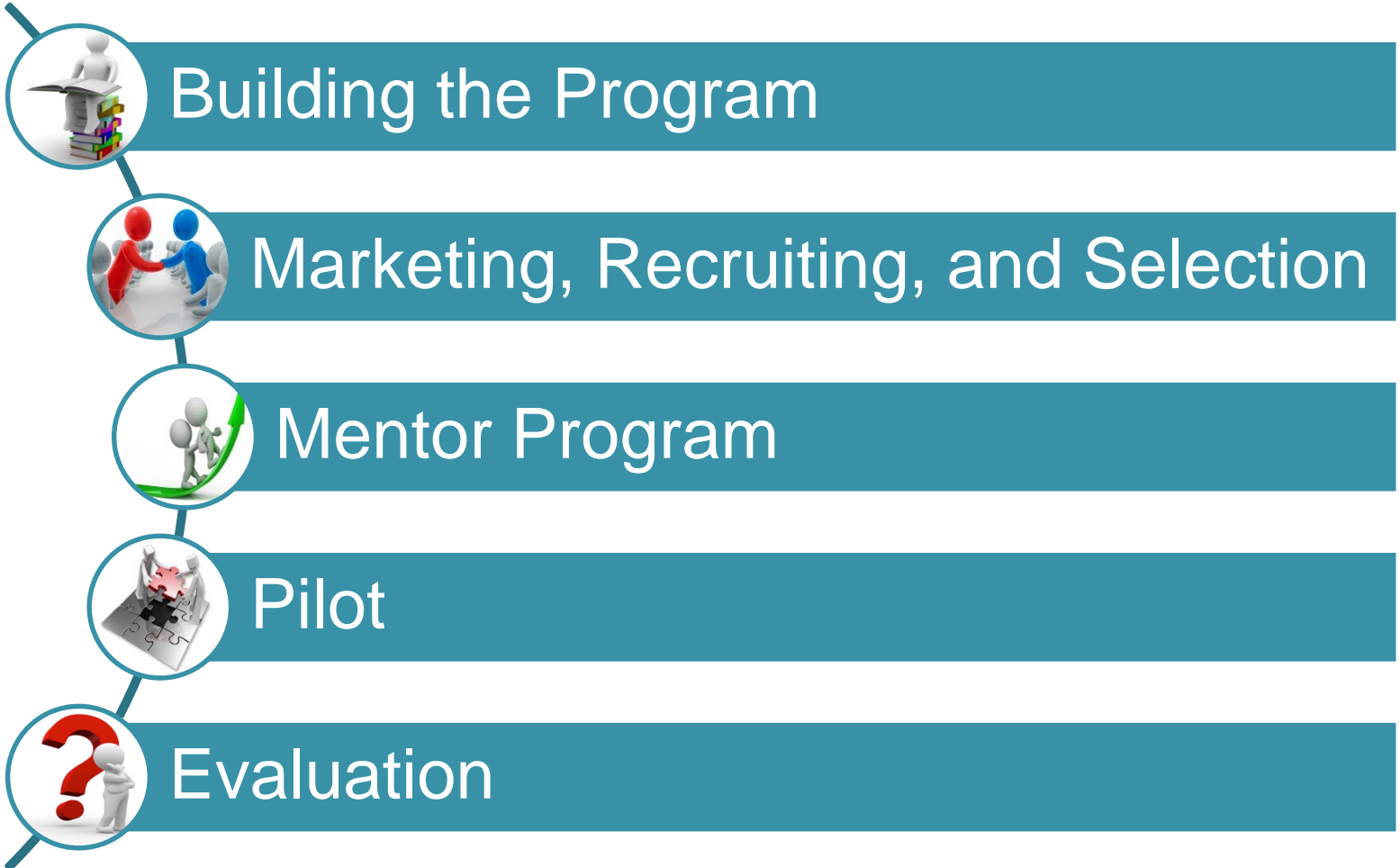
Riverside County Department of Public Social Services (DPSS) faces the challenge of strategically recruiting high potential talent.

We are in need of developing new measures that will allow our department to retain qualified individuals who might otherwise leave the department for better positions.

“If you want a harvest in one year, grow a crop. If you want a harvest in ten years, grow trees. If you want a harvest that will last a life time, grow people.” ~ Chinese Proverbs



Objectives





Building the Program

- Program Infrastructure
- Program format
 - Program Duration
 - Program Objectives →
 - Number of participants



Building the Program

- Project Plan
 - Develop a detailed project plan →
 - Committee member names and contact information
 - Committee roles and responsibilities
- Program Resources →
 - Schedule
 - Meeting Agendas →
 - Material
 - Communication plan/tools
 - Evaluations

Committee Member

Marketing

Recruitment

Selection

Monitoring



Marketing, Recruiting, and Selection

Marketing

- Posters, brochure, meeting →
- Video
- Communication

Recruitment

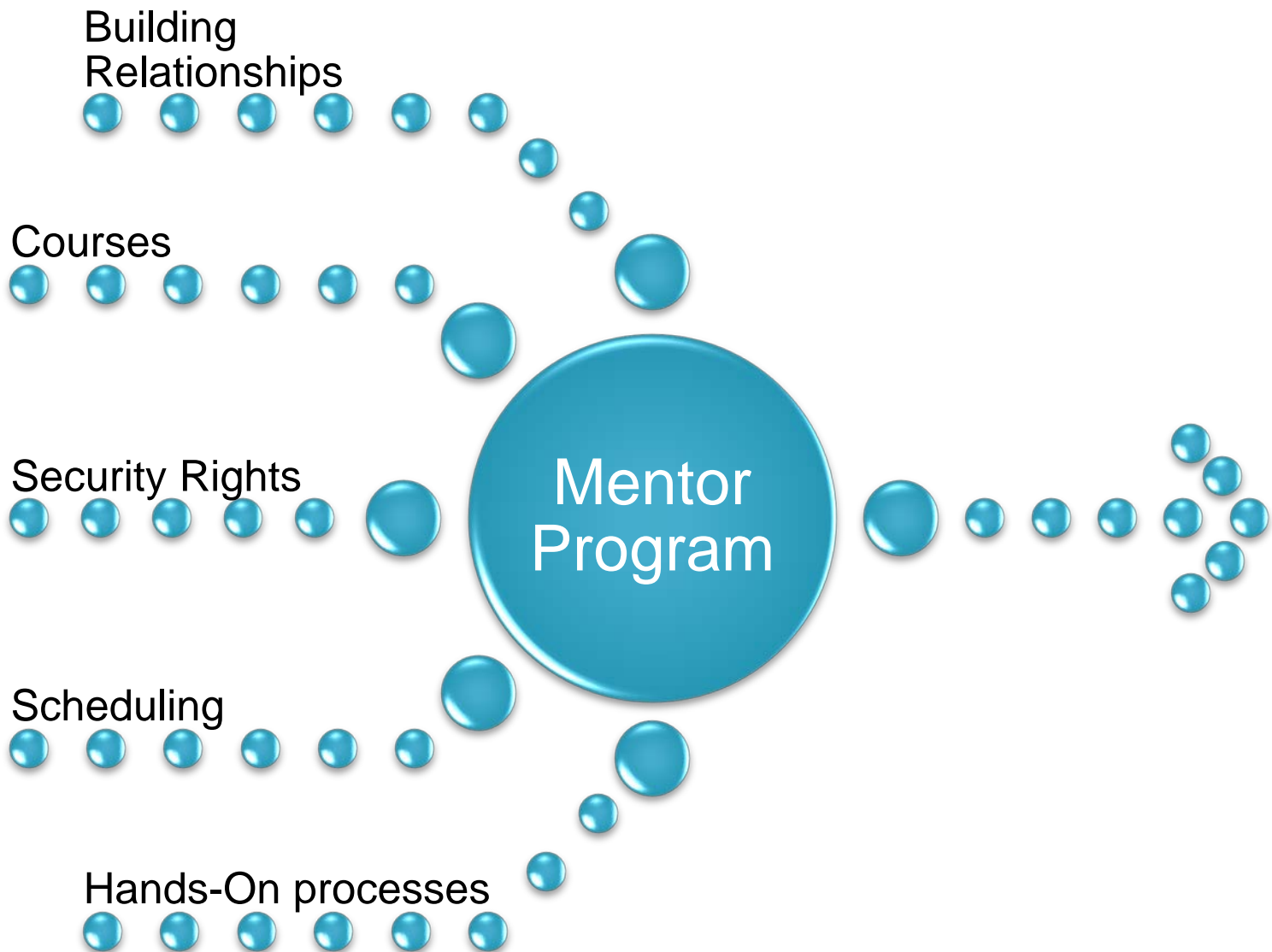
- Application Process
- Point of contact
- Communication

Selection

- Pre-Assessment →
- Communication



Mentor Program



Increased Knowledge



Increased Skills



Increased Confidence





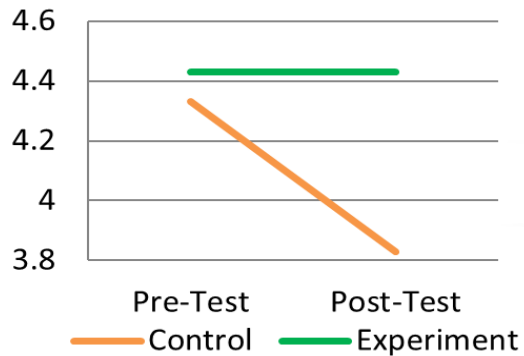
Pilot

- Two pilots as of 2011
 - Pilot 1
 - 3 Mentors
 - 3 Mentees
 - 1 Office
 - Pilot 2
 - 11 Mentors
 - 11 Mentees
 - 23 Control Group
 - Post-Assessment
 - 3 Offices
 - Pilot 3 - 2015
 - 11 Offices
 - Cross mentoring between Offices

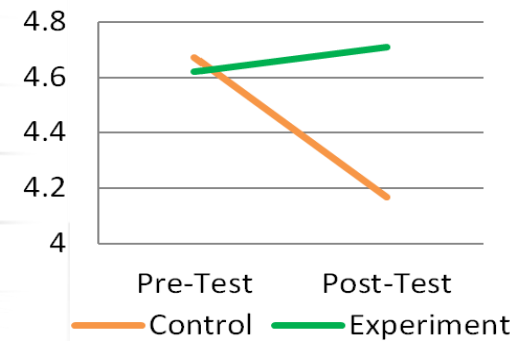


Evaluation

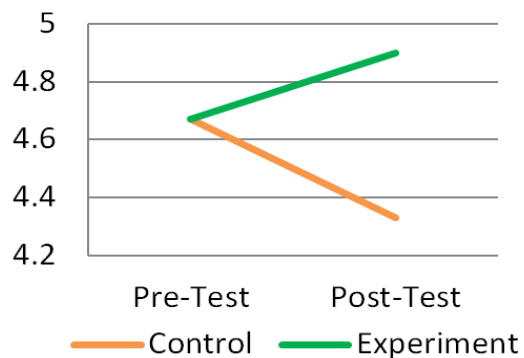
Vision and Goals



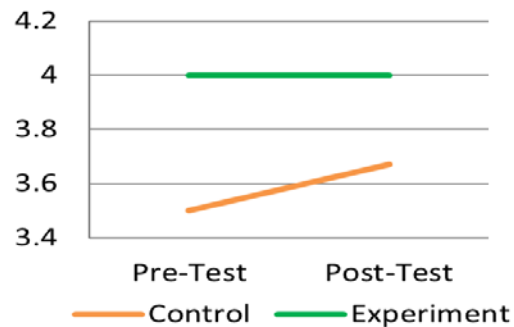
Understand Org. Mission



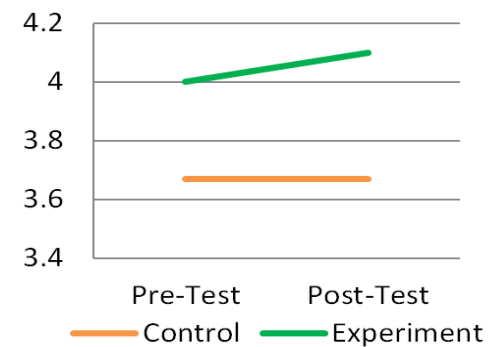
Knowledge of Org. Ethics



Business Writing Skills



Interview Preparation





What's Next

- New Pilot 2015
- Cross mentoring between offices
- Increase communication between supervisors and participants
- More Offices involved



Ricardo O'Cam
Mentee



Lisa Larsen -
Mentee



Tammy Worley
Committee



Diana Taylor -
Committee



Nina Lidtke, Sr. ESC - Mentor



Through the Mentor program I have learned the importance of mentoring employees for workplace succession and retention. Participating in the Mentor Program is advantageous for promoting. It is an excellent opportunity for training experience as well as personal and professional growth as a Mentor. I was able to add the experience on my resume and answer interview questions involving my participation with this program. Three months after the program was completed, I was promoted from an Employment Counselor to a Senior Employment Counselor.



Veronica Arriaga, EI SS - Mentee

The program is positive, motivating and I believe it's essential to the county and the development of great leaders!

Lydia McDonald, OSS – Mentor



I really enjoyed being a mentor. It was such a rewarding experience to put someone in the driver's seat, instead of your regular type shadowing program. This program is unique in that the mentee and mentor really have hands on experience. I learned a few new things about my own job from my mentee! It was a great experience and I would surely do it again